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SOURCE Zemedelske Noviny.

RESOLUTION ON THE PRODUCTION AND DEVELOPMENT
OF THE CZECHOSLOVAK CHEMICAL INDUSTRY

The Presidium of the Central Committee of the Communist Party of Czechoslovakia has analyzed the situation in the chemical industry as of 10 June 1952 and has made the following findings:

In recent years the chemical industry of Czechoslovakia has increased the production of certain chemicals (such as certain pharmaceuticals, tar dyes, and sodium hydroxide), initiated the production of new materials (such as caprolactam, methanol, and certain drugs), and introduced new processes (such as the continuous production of DDT, dibutyl phthalate, butanol, etc.).

In 1951, the chemical industry fulfilled the over-all production plan 106.2 percent, but lagged in fulfilling the plan for a number of important goods, such as sulfuric acid, calcium carbide, soda, and synthetic fibers. Plan fulfillment for certain newly introduced products, such as polyvinyl chloride, cyclohexanone, urea, and sulfur, was particularly unsatisfactory.

The reconstruction of the Stalin Works is proceeding very slowly. The output of synthetic motor fuels from coal in 1949 - 1951 did not increase significantly, although most of the equipment necessary to double production was available. Similarly, the rate of increase of the production of goods which contribute to national defense, as well as of synthetic fibers, synthetic fertilizers, and plastics, is insufficient. Thus, the chemical industry is not satisfactorily meeting the needs of the national economy.

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Principal Shortcomings in the Work of Chemical Plants

The main causes of the shortages in chemical production are in the actual work of the chemical industry. The following are the principal faults existing in chemical plants:

1. Shortcomings in the Technology and Organization of Production

Technological processes are conducted mainly from memory, without using written production rules. As a result, it is impossible to determine whether a production process is being conducted properly, or to study technological discipline. As a rule, instructions on servicing equipment and on technological processes are not displayed.

Technical requirements for raw materials, semifinished products, and other materials are not established and approved. This leads to the use of poor-quality raw materials. This is particularly true in the case of cellulose for synthetic fibers, coke gas for ammonia production, and brown coal for synthetic motor fuels. Because the mines delivered brown coal of unsuitable quality, the Stalin Works showed production losses equalling several thousand tons of synthetic motor fuels in 1951.

Although about 66 percent of the total production costs in the chemical industry are raw materials costs, and some raw materials are imported, the establishment of consumption norms has been on a low level. Measures to reduce the consumption of raw materials have not been adopted. For example, in the Nestemice plant several hundred tons of soda in excess of actual needs were consumed in 1951 in soda lye manufacture.

Overcoming these shortcomings in plant operation has been made more difficult by the system of production organization in which the director and the chief engineer do not manage production directly, but through the group leader. The chief engineer generally has no technical and dispatcher system. Such a system would make it possible to perfect production methods and control the progress of production.

Capacity has been determined as an arithmetical average of the production of the past year, and not on the basis of progressive indexes. Actual utilization of production equipment is usually very low.

The majority of the chemical industry enterprises show considerable variation in the fulfillment of daily and weekly goals. The weekly production of synthetic motor fuels from coal during 1951 varied between approximately 72 and 128 percent of the average weekly plan, while daily production in the Nestemice plant fluctuated between 69 and 111 percent of the average daily plan. This leads, on the one hand, to a dangerous overloading of chemical equipment and increased breakdowns, and, on the other, to insufficient utilization of plant capacity.

No system of regular technical production reports has been introduced. Where information on capacities, materials consumption, and power consumption, as well as technical and economic indexes, is available, no one evaluates it and the necessary analysis of the status of each production process is not always undertaken.

The introduction of new techniques and products is slowed down by shortcomings in research institutes and plant laboratories. Plant laboratories pay little attention to improving existing processes, but rather strive to work out new methods and new products.

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Instructions to research institutes of the chemical industry have been vague and have therefore not provided for the technical development of individual fields within the industry. These institutes and the plant laboratories have not provided a solution for the basic tasks which the chemical industry faces. Duplicate work has been done on secondary problems in several research institutes and plant laboratories. On the other hand, research is not being done on basic chemical products such as sulfuric acid, ammonia, nitric acid, and synthetic fertilizers, either in plant laboratories or in research institutes.

2. Poor Condition of Production Equipment

One of the most serious faults of the chemical industry is the unsatisfactory condition of production equipment. The importance of preventive maintenance has been underestimated by the former general directorate and the managements of the chemical plants.

The centralized maintenance service, in which all maintenance personnel were under a chief mechanic, did not permit fitting in repairs with the progress of production and made it difficult to introduce planned preventive maintenance. The senior plant mechanic and the maintenance master workmen, as they were not directly responsible for the fulfillment of operational production plans in that organization, did not keep the operational equipment in repair as was necessary to fulfill the production plans, and did not work hard enough to see that production losses resulting from breakdowns were at a minimum.

Maintenance workers have often been used for construction work, at the expense of maintenance of production equipment. Planned preventive maintenance in the chemical plants has been introduced for only 30 percent of all equipment, and the maintenance plan was fulfilled only 50 - 70 percent. Certain basic conditions for the introduction of a system of planned preventive repairs, such as the proper labeling of equipment and the organization of repair supervision, do not yet exist in the plants.

The introduction of planned preventive maintenance is hindered by the shortage of spare parts. The machine-building industry does not fill orders properly and does not deliver equipment and spare parts to the chemical industry on time. The managements of the chemical plants likewise have undertaken no measures to organize the production of spare parts in their own workshops, even though the machines in these shops are not fully utilized. Because of the shortage of spare parts the deadlines for repairs are often extended or postponed, which keeps the production equipment in still worse condition.

3. Breakdowns

In 1951, there were 165 breakdowns in one sulfuric acid operation, which resulted in the loss of 3,200 tons of production. There were 25 accidents in the Nestemice plant, causing the loss of several thousand tons of soda production. Breakdowns and accidents in the chemical industry during the first quarter 1951 caused production losses of about 400 million crowns.

In spite of the high number of breakdowns, no campaign is being conducted in the plants against them; the causes of breakdowns are not vigorously sought, and no measures are taken to limit them.

4. Shortcomings in Mechanization and Automatization of Chemical Processes

The chemical industry is not on a satisfactory technical level, particularly in the mechanization of strenuous work and in the automatic operation of technological processes.

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Neither full- nor small-scale mechanization of heavy production is being carried out. No attention is devoted to automatic controls, or to recording and regulating technological processes.

5. Shortage of Skilled Workers

There is a serious shortage of skilled workers and of engineer and technical personnel in chemical plants. Few engineers and technicians work directly in production. Only a small number of college graduates enter the chemical industry.

Barely 30 percent of the highly trained chemists work in the chemical industry, and almost half the workers in chemical research have no operational experience. The preparation of technical students in technical colleges and industrial schools is badly organized and does not meet the requirements of industry. The School of Chemistry of the Czech Technical Institute in Prague has about 100 students per professor.

The factory managements devote little attention to systematically raising the qualifications of the partially trained technical workers, particularly of the master workmen. Elementary technical courses are attended by an insignificant number of workers.

6. Insufficient Care for Safety and Health

The chemical industry does not devote sufficient care to safety. Production centers which are dangerous or present a health hazard are not strictly segregated from other production centers. Technical and engineering workers and trade-union officials do not encourage workers to adhere conscientiously to the regulations for health protection in production nor to use protective equipment wherever possible. In many plants, regular medical examinations of workers have not been introduced, nor is prophylactic medical care given.

Shortcomings in Rewarding Labor and in Workers' Welfare

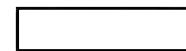
The rise in wages and salaries in the chemical industry, as compared to that in productivity, has so far been favorable; productivity rose by 17 percent in 1951, while wages and salaries increased only 10 percent. On the other hand, the lack of rigid norms, insufficient gradation of wages according to degree of difficulty and special skills required, as well as the failure to arouse interest in plan fulfillment and in making production more efficient, have slowed progress.

Forty percent of the output norms have been established by guesswork. Norms are arbitrarily lowered to bring earnings to the desired level. Piecework wages have been introduced even in places where the prerequisites for their successful introduction do not exist. To a considerable extent, group output norms are used in production, reducing the worker's incentive and detracting from his personal responsibility.

Principal Shortcomings in Construction

Construction of new chemical plants and production centers is considerably behind schedule, because of the insufficient preparation of designs, poor investment policies and confused organization of construction in chemical industry plants.

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Deadlines for the delivery of chemical plant equipment are not met by the heavy machine building industry. The production of chemical equipment in the heavy machine building industry is lagging considerably, particularly in heavy chemical engineering. Planning the production of chemical equipment so far is not on a satisfactory level.

Principal Shortcomings in the Chemical Industry Development Plan

Construction has not been concentrated in the most important field, heavy chemical engineering. This is necessary for the production of more basic materials, such as motor fuels, rubber, sulfuric acid, soda, calcium carbide, phenol, polyvinyl chloride, solvents, softening agents, plastics, and a number of basic pharmaceuticals.

Insufficient attention is paid to geological prospecting for mineral raw materials for the chemical industry, as well as to certain basic raw materials for organic chemistry, such as the hydrocarbon gases which are by-products of production processes, and natural gases.

As a result of these shortcomings, many opportunities for production in the critical branches of the chemical industry have not been used, nor has the policy of full development of production, in harmony with the requirements of the economy, been applied in planning the future development of the industry.

Therefore, on the recommendation of the Presidium of the Central Committee of the Communist Party, the government of Czechoslovakia has adopted the following resolution:

I. MEASURES TO IMPROVE WORK IN CHEMICAL INDUSTRY PLANTS

A. Production

1. The following principles, established by the Ministry of the Chemical Industry to strengthen technology, to perfect technological processes, to improve utilization of production equipment, and to increase the quality of products, shall be strictly adhered to by all workers of the chemical industry.

a. The basic organizational unit of the plant is the operation, taken as a technologically complete entity. It is directed by a single operations chief, who is immediately subordinate to the chief engineer.

b. The operations chiefs are responsible for the conduct of operations, and are the main production officials in the plant.

c. The basis of technological discipline is the maintenance of approved technological rules and work instructions. Changes are prohibited without the prior approval of the unit which approved them initially.

d. Working out technological rules, improving the technology of production, introducing new production processes, providing for the economical use of raw and other materials, and controlling technological discipline are the responsibility of the technical departments of the plants.

e. The regular monthly technical production reports, which are submitted to the main administrations and to the technical department of the ministry, describe the production situation, showing the maintenance of technological discipline and consumption norms.

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2. The Ministry of the Chemical Industry shall:

- a. Work out and approve technological rules for the most important production processes of the chemical industry by 30 June 1952. Technological rules for all other production processes are to be worked out and approved by the end of 1952. In compiling technological rules the results of the work of innovators are to be applied.
- b. By 30 June 1953, work out, and in agreement with the consumers, approve, the technical specifications for products delivered from chemical industry plants.
- c. By 31 July 1952, approve consumption norms for scarce raw materials and products, and, by 30 June 1953, establish consumption norms for other raw materials.
- d. On the basis of the results of progressive work methods, conduct a check on the capacities of selected production processes, by 30 June 1952, and of the remaining production processes by 31 December 1952. Ministerial and factory commissions are to be set up for this purpose.
- e. Insure that the chiefs of the main administrations and the plant directors organize systematic supervision of the maintenance of technological rules.

3. The ministries concerned shall work out specifications for the raw materials and other goods delivered to chemical industry plants, in cooperation with the Ministry of the Chemical Industry, during 1952, as follows:

- a. The Ministry of Metallurgy and Ore Mines shall work out specifications for pyrites and coal tar. A preliminary version is to be worked out by 30 June 1952, and a final version by 31 December 1952.
- b. By 30 June 1952, the Ministry of Fuel and Power shall work out final specifications for coke-oven gas, coal tar, and brown coal.
- c. By 30 June 1952, the Ministry of Light Industry shall work out specifications for corded cotton fabrics and by 31 October 1952 for corded viscose fabrics.
- d. The Ministry of Forestry and Wood Industry shall work out specifications for all types of viscose cellulose. A preliminary version is to be worked out by 31 July 1952 and a final version by 31 December 1952.

4. To provide for uniform operation and plan fulfillment, the Ministry of the Chemical Industry shall:

- a. Immediately organize daily control of plan fulfillment for the shift or day.
- b. Introduce production control in the plants of the chemical industry according to weekly and daily cyclical graphs. This is to be accomplished in the most important production processes by 30 June 1952, and gradually in the remaining processes.
- c. Encourage operations chiefs, master workmen, and technicians to organize socialist competition among shifts, squads, and individuals, in cooperation with party and trade-union organizations.

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d. Through scrutiny of operations, provide for daily plan fulfillment in the plants, and insure uninterrupted work during the work week.

e. Organize, in the planning department of the ministry and in the main administrations, daily operational control of basic and possibly of some selected operations.

f. Organize dispatcher sections under the plant chief engineers. These will provide operational help in production and will aid in controlling the course of production.

5. To advance technology and introduce new production methods and processes, the Ministry of the Chemical Industry shall:

a. Direct the work of research institutes toward the main tasks facing the chemical industry, such as:

- (1) Production of synthetic rubber
- (2) Utilization of gases obtained from carbonization and hydrogenation of coal as the starting materials for organic syntheses
- (3) Production of synthetic phenol
- (4) Increased production of sulfuric acid
- (5) Production of phosphorous fertilizers using less sulfuric acid
- (6) Production of highly effective agents for plant and animal protection
- (7) Substitution of plastics for nonferrous metals
- (8) Introduction of production of high-quality tar dyes
- (9) Introduction of production of new types of important drugs
- (10) Introduction of production of special lacquers
- (11) Purification of chemical waste waters, particularly those containing phenol.

b. Permit no duplication in the work of the research institutes.

c. Expand the activity of the research institutes to include dissemination of the work methods of innovators. Attention shall also be devoted to introducing new techniques and to coordinating the work of the plant laboratories of entire branches of the industry.

d. Assign regular checkups on the course of research work to scientific research councils under the leadership of the research institutes. The final results of research work are to be reviewed.

e. Organize and gradually expand a technical control laboratory in each plant. This is to be under the direction of the enterprise manager, and is to inspect raw materials and finished products. There is also to be a central laboratory under the chief engineer, which will perform research work to improve production processes. New production processes to reduce the consumption of raw and other materials are to be introduced.

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f. Conduct a checkup of completed research work and work out a plan for introducing the results of this work into production. This is to be completed by 31 December 1952.

g. Establish a central chemical research institute during 1953, and direct its work toward the solution of problems common to the entire chemical industry and which other research institutes cannot handle. Such problems include physical chemistry, industrial analysis, automatization etc.

B. Equipment

1. The following principles of organization of the maintenance service in chemical industry plants, designed to improve the condition of the equipment in use, to reduce the number of breakdowns, and to improve the use of mechanical equipment, are to be strictly adhered to by all workers in the chemical industry.

a. In all plants of the chemical industry, with the exception of small plants, a central maintenance service shall be established. This service is to be directed by the chief mechanic, under the supervision of chief engineer. Maintenance in operations is to be organized under the supervision of the operations mechanics, who are under the operations chiefs. The main job of the maintenance service is to prevent the early wearing out of equipment. The service is to maintain the equipment in operating condition and to avoid production stoppages due to breakdowns. The chief mechanic in the plant is to direct the maintenance service, carry out second-echelon and major repairs, and organize the production of spare parts. The operations mechanic is to plan and make all current and first-echelon repairs.

b. Planned repairs to equipment are to be made according to a single repair plan, which is based on the annual equipment repair plan curve, the monthly equipment repair plan curve, the annual curve of production interruptions, important plans which the office of the chief mechanic will compile together with the operations mechanics, and the plan for producing spare parts and equipment in machine shops or machine-building plants. The repair plan is to be approved according to its importance and nature either by the chief engineer, the plant manager, or the ministry.

c. The time limits established for repairs by the plan must be kept precisely, and postponements of repairs must be justified in writing and approved by higher authority.

d. Second-echelon and major repairs of equipment or machinery may be undertaken only if the necessary spare parts, materials, and manpower are available.

e. The shift foremen or master workmen may receive equipment back after minor repairs have been made. In the case of second-echelon repairs, equipment is to be accepted by the operations chief and a representative of the office of the chief mechanic. When major repairs have been made the equipment is to be accepted by a factory commission headed by the chief engineer, which will test the equipment under load and without load.

2. The Ministry of the Chemical Industry shall:

a. Designate all equipment to be maintained under the planned preventive repair system, and introduce a system of keeping records of all repairs made, by 31 December 1952.

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b. Establish time norms for the operation of equipment between repairs, and time norms for stoppages for repair purposes on all equipment, by 30 November 1952.

c. Create a plant warehouse for spare parts, according to lists of spare-part requirements and stock norms, so that the level of stocks in the warehouse as established by the norms will be attained by 31 December 1953.

3. To provide spare parts for equipment repairs, the Ministry of the Chemical Industry shall:

a. By 31 August 1952, work out and approve a plan for the production of spare parts in the large machine-building shops of the chemical plants in 1953. The plan will include procurement of the necessary materials.

b. Work out by 30 September 1952 a list of spare parts to be produced in plants of the Ministry of the Chemical Industry and in plants of the other ministries concerned, such as the Ministries of Heavy Machine Building, General Machine Building, and Metallurgy and Ore Mines. At the same time, the production of equipment used in serial production, which has been done thus far in the machine-building plants of the Ministry of the Chemical Industry, shall be transferred to the heavy machine-building enterprises.

c. Use the equipment and manpower of the machine-building plants and workshops of the chemical plants on at least two shifts and primarily for the production of spare parts, allowing only the idle capacity in these workshops to be used for the production of construction equipment.

4. All the ministries concerned shall devote special attention to providing the raw and other materials necessary for the maintenance of chemical industry plants.

C. Breakdowns

1. The following principles to provide for continuous plant operation, for preventing breakdowns and mechanical failures and determining their causes, as well as for facilitating the discovery of sabotage, are to be strictly adhered to by all workers in the chemical industry:

a. Records of all breakdowns and mechanical failures are to be maintained in the ministry's plants and main administrations.

b. The operations chief shall investigate minor breakdown himself. All major breakdowns and failures are to be investigated by a special commission headed by the chief engineer. Serious breakdowns and mechanical failures are to be investigated by a special commission appointed by the minister, or by his deputy for production with the approval of the minister. The commission shall determine the causes of breakdowns and failures, place the blame for them, prepare a statement of its findings, and propose measures to prevent the recurrence of these failures.

2. The Ministry of the Chemical Industry shall:

a. Conduct a systematic campaign against breakdowns and failures in production. For this purpose, strict attention shall be paid to maintaining the system of investigation and analysis of all breakdowns and failures which has already been worked out and introduced.

b. Immediately organize instruction courses for workers, in the plants in cooperation with the trade-union organizations, and at the same time test the workers' knowledge of the regulations for servicing the equipment.

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c. Instruct all plant directors and leading workers in the chemical industry to train blue-collar workers and engineering technical workers to combat breakdowns, improve the servicing of equipment, maintain equipment in operating condition, and keep it clean.

D. Mechanization

1. To raise the level of mechanization of technological processes in chemical operations, the Ministry of the Chemical Industry shall:

a. Work out by 30 June 1952 a draft plan for mechanizing heavy work in 1953. Small-scale mechanization projects shall be handled first, followed by the full mechanization of all production sectors.

b. Complete in the next 2 or 3 years the automechanization of individual technological processes in the manufacture of synthetic fuels, ammonia, mineral fertilizers, nitric acid, caprolactam, sulfuric acid, tires, etc.

c. Provide for the full utilization and proper operation of all existing control and measuring instruments.

d. Establish by 30 June 1952 the minimum number of instruments required for the most important production equipment, such as high-pressure equipment, catalytic equipment, etc. By 30 June 1953 this equipment is to be supplied with control and measuring instruments.

e. Construct workshops in important plants to produce special control and measuring instruments.

f. Construct automatization sections in large plants by 31 December 1952.

2. The Ministry of the Chemical Industry is empowered to permit the directors of national enterprises, in individual cases, to pay the expenses of mechanizing small-scale production processes from operational funds, on condition that these funds be reimbursed within one year from savings resulting from the mechanization.

3. The Ministry of Finance shall issue instructions governing procedure in making these funds available, keeping records, and controlling their use.

4. The Ministry of Education, Arts, and Sciences, in agreement with the Ministry of the Chemical Industry, shall:

a. At the beginning of the 1952 - 1953 school year introduce long-term training of chemical engineers in the field of mechanization.

b. Establish by the beginning of the 1952 - 1953 school year, in cooperation with the other ministries concerned, a special chair for mechanization and measuring instruments in various technical colleges, to help meet the needs of the chemical industry.

The Ministry of General Machine Building, in cooperation with the Ministry of Heavy Machine Building and the Ministry of the Chemical Industry, shall present to the government by 31 August 1952 a report on measures to provide for the production of machinery and instruments necessary to mechanize the chemical industry, as well as to improve techniques of control and measurement in the chemical industry during the period from 1953 to 1955.

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~~RESTRICTED~~E. Labor

To provide existing chemical plants, as well as those which will be brought into operation, with skilled workers:

1. The State Planning Office, in cooperation with the Ministry of the Chemical Industry, shall present the government with a proposal for measures to be taken to increase the number of advanced chemical workers in the chemical industry.

2. By 31 July 1952, the Ministry of the Chemical Industry, in cooperation with the Ministry of Education, Arts, and Sciences, shall present the government with a preliminary plan of the requirements for chemical engineering technical workers for 1953 - 1960. At the same time, they shall present a plan for providing these workers with living necessities.

3. The Ministry of Education, Arts, and Sciences, in cooperation with the Ministry of the Chemical Industry, shall:

a. At the beginning of the 1952 - 1953 school year, establish an independent college of chemical technological engineering, with separate schools formed according to the needs of the development of the chemical industry. This is to be done by reorganizing and expanding the existing school of chemistry of the Czech Technical College in Prague according to the pattern of the Chemical Engineering Institute imeni Mendeleyev in Moscow.

b. Establish a special 2-year engineering course at the Chemical Engineering College in Prague. Instruction is to begin on 1 October 1952. By 30 June 1952, the Ministry of the Chemical Industry shall recruit for this course technicians with intermediate technical training who have worked at least 2 years in chemical production.

c. Establish sections for training chemical industry mechanics in two industrial schools, beginning in the 1952 - 1953 school year.

4. The Ministry of the Chemical Industry shall:

a. Organize a 6-month course in 1952 for master workmen in important plants. This is to be done in a way which will not interfere with the students' regular work.

b. Organize minimum technical on-the-job training of blue-collar workers. In the most important fields final training, including final examinations, shall be introduced by the end of 1952; a plan for this purpose shall be worked out by 30 June 1952. In 1953, all blue-collar workers shall attend these minimum technical training courses.

c. Re-examine the present distribution of engineering technical workers in research institutes, central laboratories, and in production under the Ministry of the Chemical Industry, to increase the number of them engaged in production. Transfer of this personnel to facilitate better operation shall be completed by 30 September 1952.

F. Safety

1. The following principles for maintaining and continually improving hygienic standards and work safety in chemical operations, established by the Ministry of the Chemical Industry, are approved:

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a. The plant manager and the chief engineer are responsible for work safety and for improving hygienic conditions throughout the plant. On the operations level the operations chief bears this responsibility, and on the shift level the shift foreman and master workman.

b. In factories with more than 500 employees, the safety technician shall aid the chief engineer to control safety measures and remove faults.

2. The Ministry of the Chemical Industry shall:

a. By 30 June 1952, work out a plan to be carried out in 1952 and 1953, for technical organizational measures to improve health conditions among employees of chemical plants.

b. By 30 June 1952, work out and publish the latest safety regulations for workers in all operations where conditions made work more difficult.

c. Provide that all new workers are instructed in work safety rules in chemical plants.

d. Include rules and regulations on work safety and health protection in the minimum technical training courses.

3. The Ministry of the Chemical Industry, in cooperation with the Ministry of Health, shall systematically improve hygienic conditions in the chemical industry.

4. The Ministry of Health, in cooperation with the Ministry of the Chemical Industry, shall:

a. Complete construction of a network of health establishments in chemical plants, and equip these establishments with supplies and personnel by 31 December 1952.

b. Raise the level of preventive medical care for the workers in chemical plants, particularly by providing for preventive as well as periodic medical checkups. This shall be done primarily where working conditions are difficult. In addition, medical checkups shall be introduced in smaller plants where they have not previously been conducted.

II. ORGANIZATION OF WAGES AND SALARIES
AND IMPROVEMENT OF LIVING CONDITIONS

To provide for an increase in labor productivity and to combat shortcomings in the organization of wages and salaries, the following measures are to be adopted:

1. The State Wage Commission, in conjunction with the Ministry of the Chemical Industry, shall work out wage and salary changes for the chemical industry.

2. To improve norms, the Ministry of the Chemical Industry shall:

a. Establish the responsibility of the plant director for setting work norms at the factory level, and of the operations and workshop chiefs and master workmen in production.

b. Train 150 new persons in long-term courses and 70 more in special courses to set work norms. This is to be done by the end of 1952.

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c. Complete the organizational and personnel setup of labor and wage sections in all national enterprises by 31 December 1952.

3. To improve living conditions of workers in the chemical plants, combat labor turnover and absenteeism, and provide permanent personnel:

a. The Ministry of the Chemical Industry shall present to the government by 30 June 1952 a proposal concerning housing construction in the chemical industry from 1953 through 1955.

b. The Ministry of Transportation, in cooperation with the Ministry of the Chemical Industry, shall provide transportation for workers in important chemical plants.

c. The Ministry of Internal Trade, in cooperation with the Ministry of the Chemical Industry, shall improve the flow of supplies to factory kitchens in the chemical industry, particularly vegetables, fruit, fish, meat, and cottage cheese. This is to be done by 30 June 1952.

III. CONSTRUCTION

A. Preparation of Designs

1. The Ministry of the Chemical Industry shall complete the establishment of the Chemoprojekt National Enterprise by 30 September 1952. This is to be the central organization for over-all construction planning for chemical plants, operations, and production centers.

2. The government placement commission shall find suitable housing for Chemoprojekt.

3. The Ministry of Heavy Machine Building shall expand the production capacity of special units which design pneumatic and transportation equipment, and shall insure delivery on time of designs for building chemical plants.

4. The Ministry of Heavy Machine Building and the Ministry of General Machine Building shall publish regular catalogues of material produced for the chemical industry, including basic data such as weights, base sizes, dimensions of connections, metals specifications, and prices, by 31 December 1952.

B. Management of Construction

1. The following regulations for the construction and expansion of chemical plants are to be approved:

a. A separate construction department, directly under the enterprise director, will be established for major expansion of existing plants which cannot be accomplished by the existing plant management apparatus. The chief of this department is responsible for providing designs on time, for controlling the progress of construction and installation work, and for attending to orders and deliveries of production equipment. A special installation service will also be set up in the construction department if necessary. Installation may not be done at the expense of maintenance.

The chief engineer is responsible for the training of workers and engineering and technical personnel for new operations or production centers.

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Before construction is completed on a new operation or production center a chief should be appointed, to supervise the construction and installation work, particularly when installation is nearing completion.

b. In addition to the construction of new chemical plants, large reconstruction projects, and developmental investments on existing plants above the planned limits, the Ministry of the Construction Industry also will carry out construction and installation work through its special construction and installation enterprises.

As soon as it is decided to proceed with a construction project, the Ministry of the Chemical Industry will appoint a director for the new plant. This director is responsible for the proper management of funds allocated by the investment plan. He will provide for the prompt preparation of designs, supervises the progress and quality of construction and installation work, attend to orders and deliveries of production equipment for the plant, and provide for the training of blue-collar workers and engineering and technical personnel.

2. The Ministry of the Construction Industry shall gradually reorganize all existing construction enterprises which are to do construction work for the chemical industry, into construction and installation enterprises, and provide them with the necessary additional personnel so that, beginning 1 January 1953, they will be able to take over construction and installation work.

C. New Equipment and Plants

The following regulations concerning the acceptance of new plants, apparatus, and equipment in the chemical industry are to be observed:

1. During the course of construction, the quality of equipment, construction, and installation work will be checked by a special commission appointed by the enterprise director.

2. All completed construction of production equipment of an entire plant will be checked by a special commission appointed, according to the size of the investment, by the director of the main administration, the minister, or the government. The enterprise will apply for the appointment of a commission 2 months before the scheduled delivery. The commission will check the equipment under operating conditions and sign the receipt for it only if the equipment works faultlessly and if all work has been done according to design.

3. After the transfer statement has been signed, the responsibility passes from the construction chief to the enterprise director or chief engineer of the national enterprise.

D. Construction of Major Chemical Plants

1. The Ministries of the Chemical Industry, Construction, Heavy Machine Building, General Machine Building, Metallurgy and Ore Mines, and Foreign Trade shall insure the completion and preparation for operation of 47 investment items on which construction has begun. These appear in a separate list (not included in original document).

2. The Ministries of Heavy Machine Building, General Machine Building, Metallurgy and Ore Mines, and Foreign Trade shall provide all materials necessary for the above-mentioned projects, to insure meeting the established deadlines for beginning operations in these installations.

3. The Ministry of Heavy Machine Building shall conclude immediately economic agreements concerning the delivery of the items contained in the list mentioned in paragraph 1 above.

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4. A specially appointed commission is to be given the following assignments:

a. Assuring the completion of the investments contained in the list mentioned in paragraph 1 within established time limits. In doing so, principal attention shall be devoted to seeing that these investments are included in the state economic plan and in the operational plans of individual plants.

b. Presenting a monthly report to the Office of the Prime Minister and a copy to the State Planning Office. This report is to deal with the progress made on these investments and will contain drafts of amendments to be adopted. The first report is to be submitted on 1 July 1952.

5. The Ministry of Metallurgy and Ore Mines shall work out problems dealing with the production of new materials for the manufacture of chemical equipment.

6. The Ministries of Heavy Machine Building, General Machine Building, and Metallurgy and Ore Mines shall deliver basic chemical equipment, such as compressors, boilers, carbide furnaces, distilling columns, autoclaves, and pumps, beginning in 1952, complete with all mechanical and electrical fittings and measuring instruments.

IV. MEASURES FOR DEVELOPMENT OF THE CHEMICAL INDUSTRY

To meet the growing needs of the national economy for products of the chemical industry, to strengthen the economic independence of Czechoslovakia and utilize fully domestic sources of raw materials, the following measures are to be adopted:

1. When compiling proposed long-range plans, the State Planning Office shall keep in mind the necessity of developing heavy inorganic and organic chemical production ahead of other chemical production.

2. The Ministry of the Chemical Industry shall submit to the government plans for constructing important plants and production processes, by 31 October 1952.

3. The Ministry of the Chemical Industry shall:

a. Increase the production of granulated superphosphate.

b. By 31 July 1952, come to an agreement with the Ministry of Light Industry on the variety and quantity of dyes to be produced from 1953 through 1955.

4. Beginning 30 September 1952, the Ministry of Light Industry shall encourage the use of domestically produced dyes and submit quarterly reports to the State Planning Office.

5. The Ministry of Heavy Machine Building shall:

a. Continue to change over plants to the production of chemical equipment only.

b. Work out production programs of plants under its jurisdiction.

6. The Ministry of the Chemical Industry shall:

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a. By 31 December 1952, work out and submit to the government a proposal based on information from the Ministry of Fuel and Power concerning the utilization of natural gases as raw materials for the chemical industry.

b. Conduct operational and pilot experiments on the direct processing of low-grade domestic pyrites for producing sulfuric acid. By 31 October 1952, a report is to be submitted to the government on the results of these experiments, together with proposals for measures to be adopted.

7. The Ministry of Metallurgy and Ore Mines shall:

a. Encourage large-scale prospecting for deposits, and provide industrial stocks of pyrites, barite, fluorite, litharge, ilmenite, and monazite.

b. Accelerate research and pilot-plant tests on the production of sulfur from coke-oven gases and gradually build up the production of sulfur in all major metallurgical coke ovens.

8. The Ministry of Fuel and Power shall:

a. Conduct large-scale prospecting for pyrite deposits which occur with other minerals.

b. Take measures in coke production, so that high-quality pea coke can be delivered to carbide furnaces beginning in 1953 at the latest.

c. Organize the recovery of sulfur from coke-oven gases in mine coke ovens.

9. The Ministry of the Food Industry, in cooperation with the Ministry of the Chemical Industry, shall organize the collection of animal organs in slaughterhouses, so that the pharmaceutical industry may be supplied with as many beef, veal, and pork pancreases as possible, with beef and pork hypophyses, and with other animal organs according to requirements of the pharmaceuticals industry.

10. The Ministry of Agriculture shall provide for the cultivation of medicinal herbs for the pharmaceutical industry, and the Ministry of Health shall provide for the collection of these herbs.

11. The Ministry of Agriculture shall provide for the production of empty, stem-free poppyseed pods for the pharmaceutical industry, and the Ministry of Crop Purchase shall provide for the collection and delivery of these pods.

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